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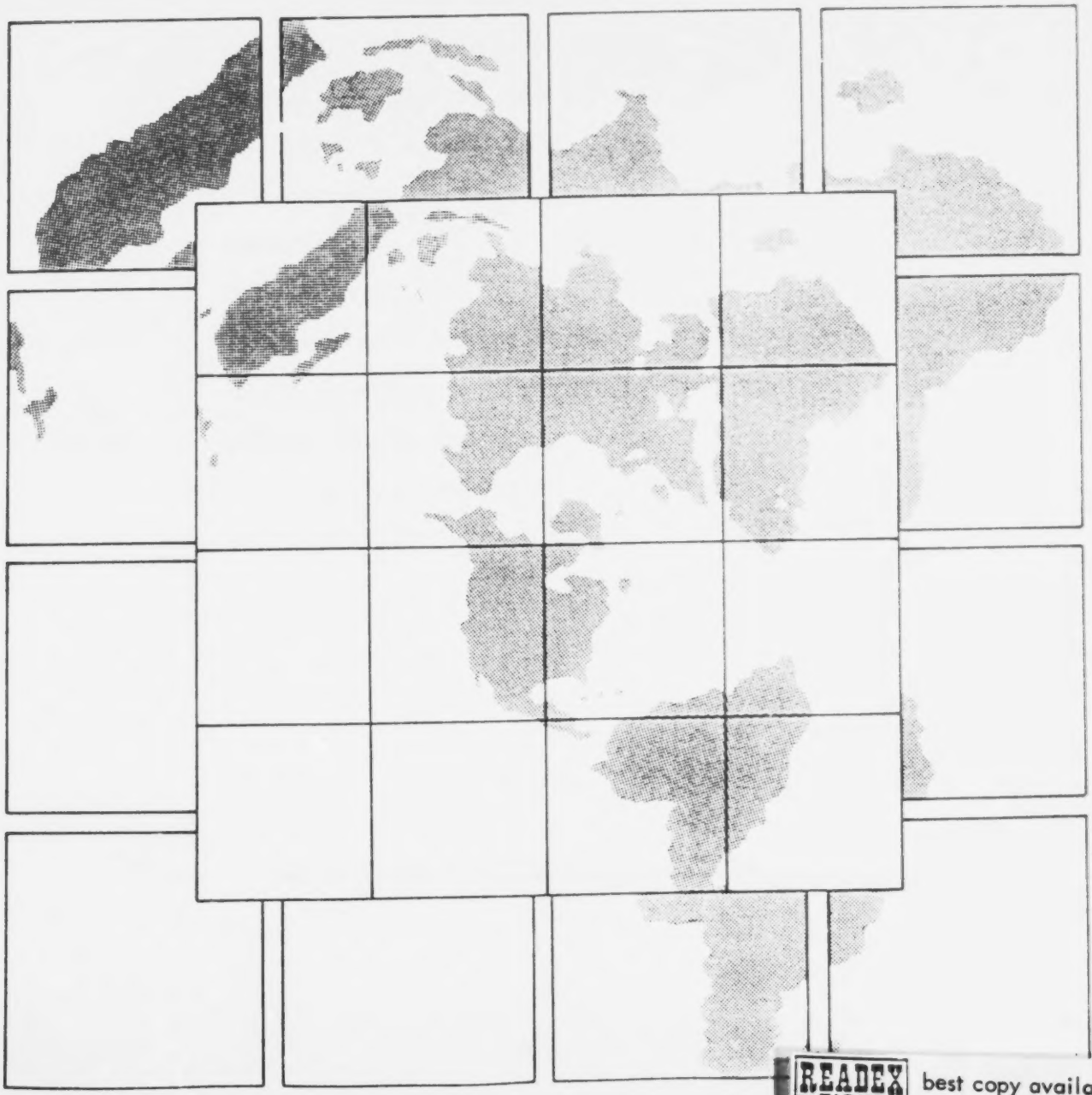

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FOREIGN LABOR TRENDS REPORT

AUSTRALIA

1987-88

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KEY LABOR INDICATORS

	1986	1987	Percent Change
All values are in Australian dollars.			
Exchange rate: US$1 = A$1.4763		1.4311	
Per capita GDP (current prices)	15,132*	16,375	10.6
Per capita GDP (const. prices 84-85)	13,696*	14,052	2.6
Avge. pers. inc./yr., current prices	2,472*	13,518	8.4
Average disposable income after taxes and mandatory withholding	9,947*	10,677	7.3
Population (millions)	16.25	16.53	1.7
Growth rate	1.30%	1.65%	-
Birth rate (per 1,000)	15.2	15.0	-1.3
Population in urban areas (millions)	11.23	11.74	4.5
In-migration by nationality			
Africa	7,350	9,060	23.3
America (North & South)	6,600	7,440	12.7
Asia	39,770*	52,870	32.9
Europe	32,840	39,420	20.0
Oceania	16,760	19,490	16.3
Out-migration by destination			
Africa	130	220	69.2
America (North & South)	2,550	2,650	3.9
Asia	1,370	1,510	10.2
Europe	6,250	6,960	11.4
Oceania	8,180	8,700	6.4
Life expectancy at birth, male (yrs)	72.77	73.03	0.4
Life expectancy at birth, fem. (yrs)	79.13	79.46	0.4
Adult literacy rate (pct.)	90	90	-
Labor force civilian (millions)	7.747	7.927	2.3
Employment, civilian (millions)	7.092	7.307	3.0
Employment in industry & mfg.(mills.)	1.714	1.822	6.3
Employment in agriculture	415	431	3.9
Employment in services	4,757	5,076	6.7
Unemployment rate (pct.)	8.1*	8.1	-
Underemployment rate (pct.)	3.6	3.6	
Labor prod., mfg., pct. increase	4.6	N/A	
Workdays lost, ind. disputes (000)	1390.7	1316.4	-5.3
Minimum wage rates**	172	172	-
Avge. wkly. earn. by maj. ind. (Nov.):			
- Mining	650.20	698.80	7.5
- Manufacturing	404.30	428.90	6.1
Food	394.80	415.00	5.1
Textiles	340.10	359.10	5.6
Paper, printing	405.80	449.20	10.7
Chemical products	484.10	504.90	4.3

*Alteration to 1986 figure.
**Federal Metal Industry Award is national standard - 1985

	1986	1987	Percent Change
- Metal products:			
Basic metal products	498.20	529.60	6.3
Fabricated metal prods.	405.10	420.40	3.8
Transport equipment	418.60	444.90	6.3
Total metal products	425.40	446.60	5.0
- Other manufacturing	373.20	403.90	8.2
- Electricity, gas water	481.70	497.80	3.3
- Construction	444.30	456.70	2.8
- Wholesale trade	398.10	427.70	7.4
- Retail trade	240.60	244.60	1.7
- Transport and storage	454.10	488.50	7.6
- Finance, business services	367.60	412.30	12.2
- Public administration	414.10	436.80	5.5
Total all industries	380.60	401.80	5.6
Avg. wkly. hrs. by maj. occ, 5/87:			
- Professional, technical		562.30 male	
		492.70 female	
- Para-professional		503.90 m	
		452.60 f	
- Tradespersons		401.10 m	
		329.10 f	
- Clerks		421.50 m	
		362.20 f	
- Salespersons & personal service wrkrs.		404.10 m	
		334.50 f	
- Plant & machinery operators		397.40 m	
		290.00 f	
Avge wkly hrs, f.t. mon-managerial			
- Male	37.9		
- Female	37.7		
Unionization of labor (pct.)	55	55	
Change in CPI from previous year (pct)	9.3	7.3	
US exports to Australia (f.a.s.) US$b	5.3	5.5	3.8
US imports fr. Australia (c.i.f.) US$b	2.9	3.3	13.8

INTRODUCTION AND SUMMARY

The Australian industrial relations system differs markedly from its counterpart in the United States. Government-appointed independent tribunals at both federal and state levels play a central role in determining wages and benefits. Under the Conciliation and Arbitration Act, passed in 1904, the Australian Conciliation and Arbitration Commission has been the most important such body. In 1988, the 1904 legislation was repealed and replaced by the Industrial Relations Act of 1988, which will be formally proclaimed in early 1989. This legislation makes some important technical changes in the basic system, giving the renamed commission, now to be called the Industrial Relations Commission, expanded scope for executing essentially the same tasks as did its predecessor. These include hearing arguments from unions, the government, and employers in periodic "national wage cases" during which the Commission decides whether to award national wage increases. The results of these closely-watched centralized wage hearings have important national economic implications. The Commission also plays an important role in dispute resolution.

The new Commission, like its predecessor, will be based in Melbourne and will have federal-level (dealing with particular industries) and state-level counterparts. The state-level commissions, in particular, have far-reaching powers that, within their jurisdictions, surpass those of the federal commission. "Awards" made by federal and state tribunals are the functional Australian equivalent of the U.S.'s 3-year labor-management contract.

Industrial relations command greater public attention in Australia than in the United States. This reflects the high percentage of Australian union membership--an estimated 55 percent of the employed work force. Furthermore, labor unions are more deeply involved in politics and more inclined than their U.S. counterparts to engage in politically inspired industrial stoppages. The tradition of union militancy and the predominance of craft over industrial unions contribute to the spread of industrial disputes across industry lines. The new industrial legislation requires that small unions amalgamate to form larger entities. The national trade union movement leadership hopes that this consolidation will lead to the formation of a small number of industry-based unions, but it is generally acknowledged that this is a long-range project.

By comparison, labor relations are more confrontational and unpredictable in Australia than in the United States. However, unlike its U.S. counterpart, the Government is quick to step into disputes. Thus, a "sine qua non" of successful national political leadership is a strategy to deal with unions.

The national representative of unions is the Australian Council of Trade Unions (ACTU). In recent years, the ACTU has been revitalized by the ascendancy of educated, younger leaders. They are attempting to redirect the union movement away from single-minded concentration on wages and benefits and toward support for national policies intended to benefit the entire society. The ACTU, in particular, publicly recognizes that national productivity must improve if the country is to compete successfully in world markets.

The ruling Australian Labor Party (ALP) of Prime Minister Bob Hawke has strong ties to the labor movement from which the party sprang. Since assuming office in March 1983, Hawke has been successful in working out agreements with the ACTU to diminish strikes by guaranteeing workers acceptable wage prospects. Most importantly, Hawke has won the cooperation of the trade union movement in persuading workers to accept national wage increases that lag behind rises in the Consumer Price Index (CPI). However, as 1989 commences workers clearly are becoming impatient with lagging wages.

During 1988, the Arbitration Commission handed down two decisions. One, in February, awarded a 6 percent across-the-board wage increase that had been held out to workers as a possibility in a March 1987 decision. The other, in August, was the major decision of the year: the Commission awarded workers another increase, of three percent, contingent on union willingness to renegotiate the basic terms of agreements with management in order to promote industrial efficiency. A further wage increase, a flat A$10 per week, awaits Commission approval in early 1989. In late 1988, the ACTU Executive decided to base wage demands for 1989 on "restructuring" of awards that could result in greater productivity. This decision was ratified by an All-Unions Conference in mid-February which called for an A$30 wage increase based on restructuring combined with an A$20 tax cut by July 1.

The Department of Industrial Relations (DIR), headed by a cabinet minister appointed by the Prime Minister, is deeply involved in these negotiations as well as in the general task of maintaining industrial peace. In mid-1988, Peter Morris replaced Ralph Willis as Minister for Industrial Relations. Responsibility for employment and training resides in the Department of Employment, Education, and Training which is headed by Minister John Dawkins.

The principal business counterpart to the ACTU is the Confederation of Australian Industry (CAI), though other business groups compete with the CAI for the mantle of business spokesman.

During the period 1983 to early 1989, wages increased at a rate somewhat below the inflation rate, which in 1988 exceeded seven percent. During the same period, unemployment was reduced from a high of 10.3 percent to slightly above 7 percent. The Government has taken credit for the creation of more than one million jobs in the economy during its tenure, though unemployment among youths and aboriginals remains a problem. Industrial disputes, meanwhile, have diminished significantly in number during the years since the Hawke government took power, though man-hours lost per worker remain high in comparison with the United States, Germany, and Japan.

POLITICAL AND ECONOMIC SETTING

Australia is a member of the Commonwealth owing allegiance to Queen Elizabeth II. The nation has a modified Westminster System of government and a federal structure. The Prime Minister is the leader of the majority party or majority coalition in the lower house of the bicameral national Parliament, which sits in the capital, Canberra.

The six State governments (New South Wales, Victoria, Queensland, South Australia, Tasmania and Western Australia) have significant powers reserved to them. The two Federal territories, the Australian Capital Territory and the Northern Territory, are less independent of central control.

In 1987, Prime Minister Bob Hawke led the Australian Labor Party (ALP) to its third consecutive term of Federal power, an historic first for the ALP. Taking advantage of disarray in the Liberal and National Party opposition, the Hawke government was elected with a reduced percentage of the popular vote but nevertheless increased its parliamentary majority by several seats. Hawke is not required to call another election before late 1990. However, many observers assume that the next Federal election will occur in 1989. Hawke has said that he will lead the government into the next election, and serve as Prime Minister for another full term if his party is successful.

During fiscal year 1987-88, the Australian economy performed strongly in an atmosphere of tight fiscal, wage, and monetary restraint. Gross domestic product (GDP) grew 3.6 percent in real terms, up from 2.7 percent in the preceding year. Exports of Australian goods and services for the year grew 15.5 percent in value, and 5.8 percent in volume.

Imports of goods and services gained nine percent in value during the fiscal year with volume increasing by the same margin. The current account deficit for the period, at A$12.2

billion, was less than the preceding year's A$13.2 billion. Total employment grew 3 percent, while unemployment fell to 7.8 percent by the end of the fiscal year, from 8.3 percent in the previous year. Inflation, which was at 7.3 percent, outpaced the growth of average weekly earnings, which was around 6 percent. In the 1987-88 fiscal year, the Government produced the first federal budget surplus in 35 years.

The economy emerged relatively unscathed from the October 1987 sharemarket collapse. Apart from the immediate effect of an average 45 percent fall in sharemarket prices on investors and entrepreneurs, the economy remained buoyant in the wake of the crash. Spurred by an early easing of monetary policy and record commodity prices, the economy grew vigorously in 1988. By early 1988, Australia's economic fundamentals were positive: the balance of payments had improved, interest rates were down, the Australian dollar was strengthening, more jobs were being created, inflation was lower, consumer spending and business investment strengthened, and the housing industry was booming.

By the second half of the calendar year, however, signs of overheating were apparent. Inflation began to rise, domestic demand reached excessive levels, the balance of payments position deteriorated as imports climbed, the housing industry skyrocketed, and foreign debt continued to mount. With both fiscal and wages policies tightened to their political limits, government was forced to rely on monetary policy to rein in the economy.

In early 1989, growth remains vigorous, but leading indicators foretell an easing in economic activity by June. In what will probably be an election year, the Hawke government seeks slower yet broad-based economic growth that will facilitate responsible (and politically effective) income tax cuts in July. Tax cuts are intended to pave the way to a fourth consecutive term in office.

DEMOGRAPHY AND THE LABOR FORCE

Australia is predominantly an urban country with an estimated 1988 population of 16.5 million. More than 65 percent of the population is found in 12 cities of over 100,000, all of which--except the national capital Canberra (population 286 thousand)--are located on the coast. Three cities, Sydney (3.5 million), Melbourne (3.0 million), and Brisbane (1.2 million) account for almost one half of the population. Over 75 percent of the total population lives in the 3 east-coast states, New South Wales (5.7 million), Victoria (4.2 million), and Queensland (2.7 million).

In the past 40 years, the country's population has become less homogeneous. In 1947, 90.2 percent of Australian residents had been born in the country, and 7.1 percent had been born in Ireland or the United Kingdom. By contrast, today 40 percent of Australians were either born overseas or have at least one parent who was born overseas. In 1986, two-thirds of Australians described their ancestry as Australian, English, Irish, or Scottish. Three percent are of Dutch or German ancestry. Recently, the largest intake of immigrants (40 percent) has been from Asia. In addition, Australia has major Italian, Greek, Maltese, Yugoslav, and Vietnamese communities.

Australia's small aboriginal population, estimated to be slightly more than 200,000, is mainly located in Queensland, Western Australia, and the Northern Territory.

Of the estimated 1988 population, 66.8 percent fell within the 15-to-64 age group considered the potential labor force. Of these 11 million people, 5.6 million were men, 5.4 women. The 15-44 age group consisted of 7.9 million people; the 45-64 group, 3.1 million.

In December 1988, the actual labor force (those working or seeking work) was estimated at 8.1 million, of whom 4.7 million were men. During the period 1980 to December 1988, the male participation rate in the labor force decreased from 78.1 to 75.1 percent, while the female participation rate increased from 44.9 to 50.5 percent, following a trend also noted in other industrialized countries.

THE INDUSTRIAL RELATIONS SYSTEM

The industrial relations system reflects the high tolerance Australians historically have shown for close government regulation of the nation's economic life. The pay of more than 85 percent of wage earners is regulated by federal (35 percent of wage earners) or state (50 percent) "awards" made by industrial tribunals after hearing arguments from unions, relevant employer federations, and, often, the government. A second major feature of Australian industrial relations is the general acceptance that workers doing the same job, regardless of the situation of different employers, deserve "comparative wage justice," i.e., equal pay for equal work or, in an extension of the doctrine, equal pay for work of equal value.

The Regulatory System: The government's involvement in industrial relations is regulated by the Australian Constitution, adopted in 1901, by federal legislation, and by the industrial laws of the individual states. In 1989, a new

law will supplant the often amended 1904 Federal Conciliation and Arbitration Act. The Industrial Relations Act of 1988 mandates significant technical and organizational changes in the centralized wage-fixing system, and, in particular, permits unions and management more flexibility in making arrangements and settling disputes. Overall, however, the new law amounts to a major overhaul, instead of a basic change, in the system. From the unions' point of view, its most significant feature is a provision requiring that unions have at least 1,000 members in order to be recognized. This measure is designed to consolidate unions, thereby helping management and labor to reach agreements more quickly by reducing the number of marginal players on the union side. Under the new law, the Commission has some new powers to settle demarcation disputes, and new provisions protect the rights of workers to remain outside unions.

The Constitution confines the federal government's role to "conciliation and arbitration for the prevention of industrial disputes extending beyond the limits of one state." Thus, the federal government cannot directly pass laws regulating such matters as wages and conditions of work. This, instead, is done indirectly through a system of impartial federal tribunals. In contrast, the states are not restricted from enacting legislation concerning wages or other benefits. Nevertheless, since 1912 all states also have maintained independent industrial tribunals, which constitute the second most important level of regulation. Overall, Australian labor relations are overseen by a complicated mosaic of federal (Commonwealth) and state tribunals which, through the new legislation, the government is attempting to reduce in number. (Appendix A lists the major tribunals.) Policing of the tribunals' decisions is done by the inspectorates in the ministries that handle labor affairs in the federal (Department of Industrial Relations) and state governments.

The Federal Level - The Industrial Relations Commission (IRC): The most important single industrial tribunal in the country, once new legislation is proclaimed, will be the Australian Industrial Relations Commission. The Commission is the direct successor to the Australian Conciliation and Arbitration Commission, which operated under the old Conciliation and Arbitration Act.

The Industrial Relations Commission, like its predecessor, will be presided over by a president who is appointed by the government of the day and serves until mandatory retirement at age 65. The IRC president is effectively the most important industrial relations official in the country and a major figure in Australian public life. The

president must be a lawyer. However, deputy presidents (currently 12) and commissioners (currently 30), who are also appointed until mandatory retirement, represent a broad range of practical experience and are drawn from legal, union, business, and academic circles. The president establishes "panels" composed of a deputy president and commissioners to handle particular industries on a day-to-day basis. Most matters are handled by one member sitting alone, but his decisions are appealable to a "full bench" of three members. No further appeal is available on substantive matters, although the civil courts can rule on whether the IRC has exceeded its jurisdiction. Deputy presidents and commissioners individually hold hearings throughout Australia on a regular basis. However, only a "full bench" has original jurisdiction over four key matters: (1) standard hours of work in an industry; (2) rates of pay likely to affect the national economy; (3) minimum wages; and (4) annual and long service leave with pay. Thus, a full bench hears semiannual "national wage cases" that have national economic implications.

The IRC, like its predecessor, will establish national wage standards through the periodic hearing of national wage cases. The Commission "hands down" decisions after hearing arguments from the peak employer and union organizations, respectively the Confederation of Australian Industry and the Australian Council of Trade Unions, as well as from the government and other interested parties. Commission decisions must carefully balance economic, social, and political factors. These decisions set the wage pace throughout the economy, since state tribunals normally decree automatically that federally-mandated wage hikes also apply within their jurisdictions.

The national Commission's other duties are: (1) determining or approving "awards" for federally registered unions and employers, which are the closest Australian equivalents of U.S. labor contracts; and (2) settling industrial disputes. In doing so, the Commission is specifically charged by the new law with taking into account the state of the national economy and the likely effect of IRC actions on it.

The Commission generally deals with management through employer organizations, and with workers through unions whose jurisdiction spans numerous companies.

Awards, which establish rates of pay and benefits in particular industries or companies, are made following arguments before the IRC by the relevant employers' organization and union, and, where the interest exists, a

government representative. Technically, an award can be made only if a dispute exists, but this obstacle is circumvented by the accepted practice of establishing a "paper dispute" in the absence of a strike or industrial action. To do this, each party submits to the Commission a "log of claims", or demands, that are generally highly unrealistic. However, it is also possible for employers and unions to present to the IRC a negotiated agreement, which they wish to have recognized as a "consent award"; some 50 percent of awards are company-based as opposed to industry-based, indicating the existence of an Australian version of collective bargaining. The Commission's approval gives the award the force of law. New legislation gives the Commission increased power, through "certified agreements," to approve unique agreements between union and management that are inconsistent with broader awards.

Awards also may be "varied," upon application to the Commission, to compensate workers for particular conditions of work. Extra "loadings" for numerous reasons, some considered trivial by outsiders, are a frequent feature of Australian industrial relations. In general, awards have a duration of several years, though applications to vary them may be made at will except in the case of the new certified awards. The lapse of an award is the occasion for a new hearing at which employers and unions make their case to the Commission or present it with a pre-negotiated bargain for approval.

In the event of an outbreak of industrial strife such as a strike, the Commission's dispute-resolving duties are facilitated by the power to compel employers and unions to appear before the Commission. If conciliation fails, the Commission has the right to arbitrate a binding decision on the parties. Typically, the Commission will refuse to conciliate or arbitrate a union claim while strikes or industrial bans are in effect.

Among the IRC's remaining duties are the settling of demarcation disputes for unions with federal coverage and the registering of unions. The latter is done by the office of the Industrial Registrar, which under the 1988 legislation will become an independent statutory body, but by law must accept direction from the President of the Industrial Commission. An IRC deputy president will oversee the Industrial Commission's activities in demarcation disputes.

Jurisdictional matters concerning the Commission's powers are heard by the Industrial Division of the Federal Court of Australia, which is part of the Australian judicial system and independent of the Commission. The arrangement

follows a 1956 High Court decision, the Boilermakers Case, which ruled that the federal tribunal could not exercise both judicial and arbitral powers.

The State Level: The state tribunals differ from the federal tribunal and each other organizationally, but in general fulfill the same functions on a state level as does the federal body nationally. However, a major difference from the federal body resides in a state commission's power to give an award a "common rule" power. This makes the award binding on all employers and employees in the occupation affected by the award, regardless of whether the employers or employees were represented before the state commission by an employee organization or union. Thus, state commissions are highly influential in setting uniform wage rates on a detailed basis within their jurisdiction.

"Comparative Wage Justice" and Labor Market Flexibility: To fully understand Australian labor relations, it is necessary to appreciate one widely held Australian concept about wages, "comparative wage justice." The Conciliation and Arbitration Commission has recognized that it is "well embedded in Australian industrial thought . . . that workers doing the same work for different employers or in different industries should by and large receive the same amount of pay irrespective of the capacity of their employer or industry" to pay. While this concept of "comparative wage justice" operates in other economies as well, the extent to which it is recognized and applied in Australia is particularly pervasive and widespread. As a practical matter, this standard means that wage increases to one group of skilled or unskilled workers tend rather rapidly to "flow", i.e., to be followed by increases for others doing the same work elsewhere in the economy. Furthermore, through a complex set of historically established precedents, the relative wages of workers in other occupations are also prone to be adjusted accordingly. Thus, for many years, the wage of a fitter in the metal industry served as a benchmark for wages throughout the country, and the Arbitration Commission made its decision on this wage in light of national economic conditions. During 1988, the Conciliation and Arbitration Commission encouraged unions and industry to cooperate in "award restructuring that will eliminate anachronistic pay practices" from the Australian system. A major reclassification is under way which will base pay on the proven skills (through tests or other certification) of workers rather than on traditional "relativities".

Australia's regard for comparative wage justice undoubtedly owes a considerable debt to a national tradition of egalitarianism and respect for the working man. It is

bolstered by the strong unions, the predominance of craft unions, the concentration of labor in a few major cities, and the centralized system of labor tribunals overseeing wages. Historically, it was engendered by a relative shortage of cheap labor. While general acceptance of comparative wage justice has major economic ramifications which are beyond the scope of this report, it should be noted that "lack of wage flexibility," arising in part out of the doctrine, is a common complaint of the business community, particularly in times of economic decline. In fact, during 1988 there continued to be abundant indications that the trade union movement itself also realizes that greater labor-market flexibility is a prerequisite for national economic growth.

THE UNIONS

Strong unions have been a feature of Australian public life since confederation in 1901. By as early as 1927, 58 percent of the work force was unionized. Unionization hit a high of 63 percent in 1953 before declining to just less than 50 percent of the work force in the 1960's. With the growth of white-collar unions in the seventies, there was a resurgence of membership to a peak of 57 percent in June 1985. Most recently, union membership has not kept pace with employment growth, and by June 1986 had declined marginally to 55 percent of the work force, a level it maintained through 1987. A September 1988 Australian Bureau of Statistics survey recorded that 63 percent of male workers and 44 percent of female workers are union members. Union leaders are concerned that women, young people, and white-collar workers are not being attracted to membership in numbers sufficient to offset declines in blue-collar membership resulting from structural changes in the economy.

According to a 1987 survey, 316 unions with 3.240 million members (up 54,000 in absolute terms over the previous year) existed in 1987. Of these, the nine largest unions, the only ones with more than 80,000 members, accounted for 33.5 percent of the unionized work force. In contrast, 231 unions with fewer than 5,000 members accounted for only 7.9 percent of total membership. Almost half the unions, or 149, have fewer than 1,000 members and will be forced to amalgamate in coming years. (Appendix B lists the top 21 largest unions in the country.)

A major reason for the strong position and large number of unions in Australia is the country's unique industrial relations system. Unlike unions in the United States, Britain, and other developed countries, Australian unions generally do not have to overcome employers' anti-union campaigns in order

to win the right to represent workers. Union organizers, instead, must convince the relevant tribunal that their union is the proper one to represent a category of workers. Consequently, a preoccupation of unions is demarcation disputes, which the tribunals are required to adjudicate. Once even a small union is recognized, it is shielded by a legal standing that to a large extent protects it from raids and allows it to argue before tribunals for awards that are as valid as those obtained by even the largest unions.

Generally, the industrial relations system is biased toward the centralization of union decision-making on the state and federal levels (at which the arbitral tribunals operate). Consequently, the shop steward function is relatively undeveloped in Australia. Critics of the system claim that Australian trade union leaders tend to lose touch with their membership while nevertheless effectively functioning as skilled advocates before arbitral tribunals and the government. Australian workers are somewhat apathetic toward day-to-day union activities, though readily available to follow union leadership in, for instance, strikes to demonstrate union solidarity to the tribunals. The centralized nature of the Australian system accounts for the union movement's effective organization for influencing federal policies.

Ultimately, union leaders are accountable to workers through mandatory elections by secret postal ballot. The top union official in both state and federal bodies is the union "secretary," who generally outranks the "president".

Large unions are generally registered at both state and federal levels, maintaining offices with elected officials at both. The power of federal and state officials vis-a-vis one another varies from union to union, and sometimes this creates intra-union struggles as, for instance, the federal body attempts to regulate the state bodies. It is not unusual for a state secretary, for example, of the Victorian branch of the Amalgamated Metal Workers Union (AMWU), to be more prominent and powerful nationally than the federal secretary. Unions themselves are subject to discipline by the government, which under extreme circumstances might seek to have a troublesome one "deregistered," causing it to lose the privilege of representing members before arbitral tribunals. Deregistered unions, however, continue to have the right to exist.

Australian trade unions, for the most part, are craft- or occupation-based, with the latter now predominating. Such occupational unions represent workers with numerous different types and levels of skills centered on a major type of activity, such as the metal trades (Amalgamated Metal Workers

Union (AMWU)), clerical work (Federated Clerks' Union (FCU)) or electrical work (Electrical Trades Union (ETU)). However, true industry-based unions, whose boundaries include all workers in a single industry regardless of occupations, are nonexistent. Only a small number of unions, such as the Australian Railways Union (ARU), actually have a strong industry base, even though they lack exclusive jurisdiction in their industries. A few major unions, most notably the Federated Miscellaneous Workers' Union (FMWU), span both occupational and industry boundaries.

The practical effect of this type of union organization is that in most of Australia's workplaces employees from many different unions work side by side. Employers are normally required to deal with a variety of unions on a daily basis.

The 1988 legislation supports the formation of industry-based unions and virtually prohibits the establishment of new craft or occupational-based unions, but change will be slow because established unions of the latter type may continue to exist.

The Australian Council of Trade Unions (ACTU): Formed in 1927, the Melbourne-based Australian Council of Trade Unions is the only national confederation in the country, representing some 168 unions and, indirectly, more than 80 percent of all unionists in Australia. The ACTU acts as a spokesman for the unions on national issues, represents the union movement on issues of national scope before the national arbitration body, uses its good offices in refereeing disputes between unions, and assists unions in disputes with employers. The ACTU membership includes the highly important state trades and labor councils. The ultimate authority of the ACTU arises out of a biennial Congress of member unions. Between conferences, an Executive Council consisting of representatives from unions in particular industries, the trades and labor councils, as well as ACTU elected officers, meets four times a year to provide policy direction to the officers previously elected at national congresses.

During 1988, the ACTU followed policies established by its September 1987 60th Congress and put forth in two significant documents, "Australia Reconstructed" and "Future Strategies for the Trade Union Movement," published in 1987. Though there were some alterations on the Executive Council in 1988, the top leadership of the ACTU remained unchanged from 1987. As in the past, Secretary Bill Kelty continued in his low profile, but highly influential role as ACTU strategist and trouble-shooter on industrial problems. Simon Crean, the ACTU president, remained the public face of the ACTU and directed its international affairs. Kelty and Crean constitute a

formidable team which generally has the respect of the government and the business community. It is commonly believed that Kelty has no aspirations outside the trade union movement, and is secure in his job for as long as he wants it. Not so with Crean. Despite earlier statements to the contrary, he announced on February 24, 1989, that he would be a candidate for Parliament from a "safe seat" in the Melbourne district of Hotham. He simultaneously said that he would not step aside as president of the ACTU until actually elected. This means he will serve for some time. The Prime Minister has not set the date for the next election, but it will probably occur between September 1989 and May 1990. Legally it could take place as late as November 1990. Speculation continues that Crean may soon leave the ACTU to seek a seat in Parliament.

In 1988, the ACTU proceeded to encourage its members to take steps to adjust to the economic realities of the world marketplace. Few of the ambitious recommendations to unions, industry, and government in its economic report "Australia Reconstructed" were put into effect, but they remain on the ACTU agenda. In particular, the ACTU is promoting employer-financed job training for workers, a proposal which has government support but is being treated warily by business. During 1988, the ACTU began overseeing the amalgamation of unions, a trend that falls in line with its "Future Strategies" document, and will be further advanced by the Industrial Relations Act of 1988. Secretary Kelty's objective of forming 20 super unions, however, remains a long-term proposal which is unlikely to be realized for many years, if ever. To meet the threat of lagging interest in unions, the ACTU launched a scheme to offer members union-backed credit cards and other such services.

Industrially, the ACTU continued in 1988 to seek formulas which will make the centralized wage-fixing system more flexible without destroying it. The ACTU has cooperated with the government in dampening wage growth. To compensate, it has pushed vigorously for other forms of income supplements, particularly for low income workers, through tax breaks and social programs.

Otherwise, as 1988 ended, the ACTU began to emphasize a plan called "Awards Restructuring" to reclassify jobs throughout Australian industry.

Trades and Labor Councils: State-based trades and labor councils perform much the same function on the local level as does the ACTU on the national level. They also serve as the state branches of the ACTU; a trade union cannot affiliate to the national body unless also associated with the state

branch. As a practical matter, various trades and labor councils, some of which predate the ACTU as organizations, have considerable influence in their roles as coordinators of state union-based interests. During late 1987, the surprise election of ex-Communist John Halfpenny as secretary of the Victorian Trades Hall Council indicated the rising influence of the labor movement left wing in that State. Meanwhile, in New South Wales, the right wing of the labor movement continued to control the Labor Council of New South Wales, although the loss of state government by the Labor Party threatened to reduce the influence of the Council's right wing leaders.

Labor in Politics: Trade unions are heavily involved in local and national politics through the now-ruling Australian Labor Party (ALP). Organizationally, ALP-affiliated trade unions, voting as institutions, command 60 percent of the vote (weighted in terms of individual union membership) in the state ALP branches. These branches, in turn, elect representatives to the Federal ALP bodies that set the party's national policy.

The nexus between trade union officials and the Labor Party is illustrated in particular by John MacBean, who until early 1989 when he resigned his positions to join the Industrial Relations Commission, was simultaneously President of the Labor Party in New South Wales (NSW), Secretary of the Labor Council of New South Wales, and Senior Vice President of the ACTU. It is notable, in addition, that Prime Minister Hawke, who rose to prominence through the ACTU, once held the presidencies of both the Labor Party and the ACTU. Overall, the trade union movement provides a major road into politics on both the state and national levels.

EMPLOYERS

Australia has numerous employers' organizations. These are formed on both industry and territorial lines to assist members in interpreting complicated industrial relations law and to represent members before industrial tribunals.

Like unions, employers organizations predate Australia's founding in 1901. The huge Metal Trades Industry Association (MTIA), now with over 6,800 employers as members, was founded in 1873 under another name. However, employers have historically been far less unified than workers. The National Employers Association, the first national "peak" association with across-the-board representation of industry, was created in 1961, and it principally relied on four major subordinate organizations: the Metal Trades Industry Association, the Australian Wool Growers and Graziers Council, the Associated Chamber of Manufactures, and the Australian Council of

Employers Federations. Between 1971 and 1977, the latter two combined to form the Confederation of Australian Industry (CAI), which eventually displaced the National Employers Association as the peak body. However, in May 1987 the MTIA withdrew from the CAI because of a disagreement over the organization's structure. The CAI later in the year resolved its structural problem, but has yet to attract the powerful MTIA back into the fold. In 1988, the MTIA and the CAI continued to disagree on a number of pay issues. In mid-1988, the CAI received a boost with the formation of the National Employers Federation (NEF). Made up of major employer groups from four States, including Victoria and New South Wales, the NEF supports the CAI line against the somewhat more conciliatory MTIA approach to union-management relations.

Overall, the CAI's Melbourne-based National Employers Industrial Council retains the major burden of arguing the employers' side of national wage cases. Made up of 40 major business associations, the CAI remains the principal spokesman of small and medium-sized business in Australia.

In 1983, an employers' organization restricted to chief executives of Australia's 80 largest businesses, the Business Council of Australia (BCA), was formed with government encouragement. The BCA and CAI, while cooperating to some degree, are rivals for political influence. In addition, the National Farmers Federation holds strong views on industrial relations matters and has made its weight felt in industrial tribunals.

GOVERNMENT

The Department of Industrial Relations (DIR), headquartered in Canberra but with offices throughout the country (including some headquarters activities in Melbourne), is responsible for national industrial relations policy and for conditions in the Commonwealth Public Service. Specifically, the DIR's duties are: coordinating national policies on prices and incomes; promoting sound industrial relations practices and assisting in the prevention and resolution of industrial disputes; securing the observance of Federal awards; and overseeing industrial relations and employment practices in the Public Service.

In August 1988, Peter Morris was given the portfolio of Minister for Industrial Relations, replacing Ralph Willis who had held the job from the beginning of Prime Minister Hawke's incumbency in 1983.

The International Branch, which handles International Labor Organization (ILO) matters, comes under the Legislation and Review Division and is headed by Ross Fotheringham. DIR also posts an officer in Geneva, currently Doug Poulter, to keep track of ILO issues.

An independent agency, the National Occupational Health and Safety Commission (NOHSC), operates under the corporate name Worksafe Australia, is directed by Chairman Ted Emmett, and reports directly to Minister Morris. NOHSC headquarters is in Sydney.

DIR is also responsible for the Affirmative Action Agency, which oversees the implementation of affirmative action employment principles in the private sector and educational institutions, and for the Trade Union Training Authority (TUTA), which offers courses to trade unionists throughout Australia at government expense.

The Department of Employment, Education and Training (DEET), also Canberra-based, is responsible for providing advice on the labor market situation and its implications for employment and training programs; implementing national employment and training policies and programs; and providing assistance to employers and job seekers through the Commonwealth Employment Service's employment and training programs, using its almost 300 job centers throughout the country.

The current Minister for Employment, Education and Training is John Dawkins.

Appendix E lists key DIR and DEET officers.

INTERNATIONAL AFFILIATIONS

Unions: The Australian Council of Trade Unions is affiliated with the International Confederation of Free Trade Unions (ICFTU), headquartered in Brussels. In March 1988, the ICFTU held a World Congress in Melbourne. The ACTU was the official host and Prime Minister Hawke addressed the delegates. The decision to make Australia the site of the Congress recognized the Australian Bicentennial and signaled renewed ICFTU attention to the South Pacific region. In the wake of the Congress, the ICFTU has stepped up its activities in the region.

Major unions in Australia are affiliated with the full gamut of International Trade Secretariats. A small number of unions have close relations with the Communist-controlled World

Federation of Trade Unions (WFTU), without necessarily being members, and with Trade Unions Internationals. The most notable of these unions are: The Seamen's Union of Australia, the Building Workers Industrial Union, and the Miners' Federation. The Miners' Federation is a member of the Communist-influenced International Miners' Organization.

International Labor Organization (ILO): Australia is an active member of the ILO. Members of Australia's tripartite delegation are chosen from the ACTU, the major employer organizations, and the government. The Minister for Industrial Relations, accompanied by the shadow minister (opposition party), normally attends the annual International Labor Conference in Geneva each June. As of 1987, Australia had ratified 46 of the ILO's 166 Conventions.

MAJOR LABOR-RELATED EVENTS OF THE YEAR

Background on the Hawke Government Wages Policy: The Accord: On taking office in 1983, Hawke abandoned the wage freeze that had been instituted by the previous Liberal/National government in order to contain escalating labor costs and their inflationary by-product. Under Hawke's guidance, the country returned to national wage-fixing policies of the past; and since Hawke took office, eight national wage case decisions have been handed down.

Upon taking office, the Prime Minister forged an "accord" with the ACTU under which wages would be allowed to rise in line with the CPI, and the government and the union movement would formally consult about economic policy, making coordinated presentations to the Conciliation and Arbitration Commission in national wage cases. The agreement held out the promise to labor of an overall increase in the "social wage" as the national government enacted policies that would better workers' standard of living, though wages might not grow dramatically in real monetary terms. For the Government, the agreement assured that its political agenda could be carried out without the type of industrial disruption that had so handicapped the previous Fraser government. Stepping once again into its traditional role in establishing overall national wage standards, the Arbitration Commission acceded to the partners' wishes and set down principles governing the reinitiated regular national wage hearings, each based on two previous quarters of price movements.

This scheme's viability was threatened in 1985 by the Government's decision to float the Australian dollar, a measure designed to devalue the Australian currency in order to make Australian products more competitive. In that year, however,

the Government persuaded the ACTU to accept a wage settlement that fell two percentage points below the CPI increase in order to maintain the competitive advantage of the devaluation. The compliance pertained to the next two wage cases and was dubbed Accord Mark II. This agreement governed wages policy into mid-1986 when the second wage case of the year concluded. In exchange for union agreement, the Government supported certain superannuation (pension) objectives of the unions and agreed to deliver a tax break in 1986.

However, by mid-1986 it was clear that both the union movement and the Government were searching for a new formula for wage-fixing. In December 1986, the union movement reluctantly accepted the argument that wages no longer could realistically keep pace with CPI increases if Australia were to remain competitive internationally. Putting wage-fixing on a new basis, the Arbitration Commission that month published new wage-fixing "principles" endorsing a "two-tier" system of wage determination worked out by the unions in cooperation with the government and the employers.

Under this agreement, in March 1987 all workers affected by the Commission's decisions received a "first-tier" flat increase of A$10 per week. However, "second-tier" wage increases of up to four percent were made dependent on agreements arrived at independently between workers (represented by their unions) and their employers (either on an enterprise basis or through industry associations) that offset the cost of wage increases from new work practices designed to improve productivity. The Arbitration Commission indicated that it would only approve second-tier agreements that entailed genuine advances in productivity. The difficulty in negotiating such agreements served as a restraint on wage increases (not unwelcome to the government), because both management and labor have found bargaining over productivity to be difficult. In late October 1987, the paucity of second-tier agreements increased pressure by the unions on the Arbitration Commission to approve a 1.5 percent general wage increase (which the unions translated into A$7 per week). However, in response to the October stockmarket crash, the Commission decided to postpone a decision.

Developments in 1988: With pressure for "wage relief" building, the Arbitration Commission in February decided to honor the commitment it deferred in October by awarding workers an A$6 per week wage increase. The Commission said that the rise was warranted by the strengthening of the economy and the absence of "serious and adverse consequences" from the collapse in share prices.

Attention then turned to the next round of wage-setting hearings which were completed in June. The trade union movement, returning to the basic precepts of the Accord, began once again to emphasize the necessity of maintaining parity between wage increases and growth in the CPI. The Government, in contrast, held out the possibility of tax cuts in 1989 if wage restraints were maintained. Government disagreement with the ACTU reached its height when the ACTU called for a six percent wage increase to be delivered in two steps, one in mid-year and one in December. The conflict moved the government to ask for a delay in the hearings from the Commission. After talks, the ACTU and the Government moved closer together, though the Government's position--a 5.5 percent increase over a year stretching into 1989--did not completely satisfy the unions. Meanwhile, employers split over their position. A minority endorsed inflation-matching wage increases, but the CAI labeled the ACTU's demands highly excessive, saying it amounted to an 11 percent wage increase instead of the 6 percent claimed.

On August 12 the Commission handed down its decision, awarding the unions less than both they and the Government had asked. It mandated a 5.2 percent (approximate) increase in two stages, the first a 3 percent increase in September, contingent on certain assurances by unions to cooperate with management in increasing efficiency, and secondly, a flat A$10 per week in March 1989. Unions were required under a new "structural efficiency principle" to pledge cooperation with management to discuss restructuring their "awards" to meet modern conditions. Prior to awarding the first stage increase, the Commission was required to review the individual pledge. The ACTU formally accepted the decision, but put the government on notice that it expected a decrease in inflation, higher social benefits, and a tax decrease in the coming year. A large number of workers benefited almost immediately from the first-stage increase as their unions made the required pledges, causing employers to complain that the Commission was accepting pledges too readily.

Much of the latter part of the year was consumed by various interested parties positioning themselves for the next wage round. A key question for 1989 is whether wage increases will be delivered mainly through the promised tax decrease or through hikes in wages, or through a combination of these. The Government attempted during this period to condition workers to receiving new benefits through tax concessions. Urgency was given to this campaign as inflation and current account deficits exceeded budgeted-for expectations. The approach, however, has been strongly rebuffed by several important

unions, even as some labor leaders were recognizing that tax decreases might have to be phased in in several stages to contain inflation.

As the year ended, the ACTU adopted a new approach. Supposedly definitely breaking the link implicit in the Accord between wage increases and the CPI, the ACTU linked such increases to "award restructuring" that could yield benefits in productivity. The Government appears to have accepted this approach to wage increases while continuing to announce its intention to decrease taxes in 1989. Employers and the Parliamentary Opposition question whether award restructuring really holds the benefits promised. Thus, as the year ended, employers were raising alarms about the expectations being created by the ACTU's approach and warning of a "wage breakout." In order to contain wage demands, the Government took strong steps at the end of the year to hold down wage increases for highly visible public officials, including Members of Parliament and judges. An added disturbance occurred when higher-then-expected inflation figures caused some unions in early 1989 to call for a reinstatement of the wage/inflation link.

The following presents a brief review of the eight Wage Case decisions since the Hawke government entered office in September 1983, ending the wage freeze:

National Wage Case Decisions: 1983 - 1988

October	1983 -	4.3 percent wage increase
April	1984 -	4.1 " " "
April	1985 -	2.6 " " "
November	1985 -	3.8 " " "
June	1986 -	2.3 " " "
December	1986 -	No increase; - Commission sets "Two-Tier" wage-setting principles for future cases.
March	1987 -	First Tier: A$10 increase for all workers. Promise to consider additional 1.5 percent raise in October 1987 (eventually awarded in February 1988). Second Tier: Authorization to bargain for four percent more directly with employers. Other provisions: authorization over a 2-year period to negotiate superannuation agreements up to three percent of salary.
August	1988 -	First Stage: Three percent wage increase contingent on union pledge to bargain with management on award restructuring. Second Stage: A$10 per week increase to be awarded 6 months after first stage (i.e., not before the beginning of March for unions which complete first stage on September 1.

Award Restructuring: The ACTU plans to make "award restructuring" a major theme of 1989. For the time being, however, the ACTU wishes to restrict the process of restructuring tribunal-endorsed awards (contracts) to the issue of job classification. As noted previously, the wage of a fitter in the metal trades traditionally has been the benchmark figure for other workers in Australia, with all wages rising and falling in a fixed ratio with the fitter's wage. The result has been an accumulation of written and unwritten lore, much of it highly illogical, leading to a generally understood system of historic wage "relativities." This, in turn, has often led to a "flow on" of wage rises as the gains made by one type of worker, (for instance, fitters) motivates other types of workers, perhaps in a completely unrelated trade (for instance, bakers) to seek to maintain a certain wage ratio to each other.

"Leapfrogging" occurs when a group reacting to the gains of another group then makes gains sufficiently large to cause the first group to make new demands on its employer to preserve the historical relationship originally thrown out of kilter. The fact that, for instance, bakers and fitters operate in different industries, and that wage rises would be spread through both industries, adds to the economic unpredictability of such a system based on particular jobs.

The ACTU, with the cooperation of some employer groups, wishes to reform, but not do away with, wage relativities spread across all industries. First, it wishes to base job classification on certified skills attained by workers, giving them a career ladder and encouraging them to learn new skills. Secondly, it envisions relating skill levels in every industry to every other industry, in essence creating a new grid of relativities across industry (a metalworker on the first skill level would be related to a baker on the first level in his industry). From management's point of view, such a restructuring opens the way to broadband job classifications and multi-skilling, and could motivate workers. The new scheme, also, is designed to break down antiquated work practices in which a carpenter, for instance, might be prohibited from changing a light bulb because that is an "electrician's work."

The ACTU believes that the new system will decrease wage leapfrogging. Once the system is in place, the ACTU expects to negotiate with employers to assign the relative rates of pay to the different skill levels. As part of the process, the ACTU intends to win wage increases for workers, presumably because the system will increase productivity.

The Government has come out strongly in favor of the ACTU plan. Employer reaction varies, but management is suspicious that the recategorization will not yield the promised benefits while hiking wages. In response, industry is calling for a broader type of award restructuring encompassing such matters as hours of work and other work practices.

New Industrial Relations Bill: The Hawke government began the process of rewriting the Conciliation and Arbitration Act of 1904 shortly after entering office in 1983. A study by an eminent panel of industrial relations practitioners yielded the Hancock Report in 1985. The report endorsed the centralized wage-fixing system, but recommended modifications that were then in large part incorporated in the proposed Industrial Relations Act of 1987. While the suggested changes were, for the most part, considered constructive, both employers and unions objected to some controversial features. Employers deplored the bill's provisions eliminating their recourse in industrial disputes to civil law and courts and the establishment of a special Labor Court. Unions feared new provisions that would have permitted penalties to be applied to them. On another plane, there were objections that the report constituted a predictable endorsement of an overly centralized wage system by a panel closely associated with that system. The 1987 bill, however, was suddenly withdrawn prior to the July election.

Following the election, a new version, the Industrial Relations Bill of 1988, was presented to Parliament. As the result of election promises, the sections condemned by employers and unions were purged from the bill. (The Government, nevertheless, expressed disappointment about employer pressure for the elimination of the Labor Court.) The bill was passed by both houses and signed into law by the Governor-General late in 1988. Formal proclamation, expected in early 1989, is awaiting the drafting of regulations.

The new legislation, according to the Government, gives the Industrial Relations Commission as wide jurisdiction over industrial disputes as permitted by the Constitution. To bring more unity to the system, the bill abolishes several specialized wage tribunals (e.g., the Academic Salaries Tribunal, the Flight Crew Officers Industrial Tribunal) and permits officers of the Industrial Relations Commission also to sit on state and other tribunals. Greater powers are given the IRC in resolving demarcation disputes than were available to its predecessor. Provisions are made to permit disputes to be more easily resolved at the shop floor level and through preestablished grievance procedures. As mentioned above,

"certified agreements" will now permit unions and management to forge agreements that conflict with those of other parts of their industry, subject to Commission approval.

On the union side, the bill took a major step in simplifying and consolidating union organization. The bill requires federally-registered unions of fewer than 1,000 members to amalgamate, and changes the rules on amalgamation ballots to reduce the percentage of votes from the membership of amalgamating unions needed to approve their marriage. Finally, the bill will permit only industry-based unions to register, precluding new craft or occupationally-based unions.

Otherwise, the bill puts new emphasis on the IRC's responsibility, in all decisions, to take into account the overall economic effects of its decisions.

Union Amalgamations: Given both the new legislation requiring unions to have more than 1,000 members by 1991 and the ACTU's drive to create larger unions, 1989 is likely to see significant decisions by both large and small unions to combine. Large unions will become larger. In 1988, the first major union amalgamation of the current round was approved when the Federated Storemen and Packers Union (membership 70-80,000) agreed to combine with the Federated Rubber and Allied Workers (17,000) to form the National Union of Workers. During 1989, two old unions from the trade union right wing, the Federated Ironworkers Association (58,000 members) and the Australian Workers Union (120,000 members) are likely to join forces, creating Australia's largest union.

Other combinations programmed for 1989 include the Electrical Trades Union (80,000) and the Australasian Society of Engineers (32,000); and the Building Workers Industrial Union (70,000) and the Federated Engine Drivers and Firemens Union (37,500). On the other end of the spectrum, at least 30 small unions must find partners in the next several years.

These amalgamations have both industrial and political significance. Industrially, they should both increase union power and create a more orderly environment for solving disputes. Politically, the ideological complexion of new, large unions will affect Australian Labor Party politics. The combination of the Federated Ironworkers Association and the Australian Workers Union, for instance, has alarmed left-wing unions. The most important left-wing union, the Amalgamated Metal Workers Union, currently the country's second largest union, thus, is now looking for a merger partner. Notably, political factors on occasion militate against logical combinations, with many unions that are industrially compatible unable to see eye to eye on ideology.

Left-Wing Gains: Politically the trade union movement is almost totally aligned with the Australian Labor Party, though some major unions retain ties with Marxist parties. For the most part, union leadership battles are fought out in accord with allegiances to one of the three major factions of the ALP (Right, Center-left, Left). During 1988, the left-wing trade union faction made a major gain in the state of Victoria by winning control of the state branch of the Federated Clerks' Union, formerly a bastion of the right. Along with the victory by John Halfpenny as Secretary of the Victorian Trades Hall Council in late 1987, this advance gave the left hope for further gain. However, the trade union right wing remains strong, particularly in New South Wales, despite the left's gains elsewhere.

From an industrial relations point of view, left-wing gains, if they continue, would lead to a more militant trade union movement. Politically, the left would influence the ALP toward more social programs and away from the market-oriented policies put in place by the present government. Internationally, the trade union left wing would push the government to adopt policies that would loosen ties with the United States.

New South Wales: The election of a Liberal Party government in the state of New South Wales in March 1988 brought in its wake legislation dramatically widening the definition of "essential services" and giving the government greater power to penalize unions if such services are interrupted. One ALP politician predicted "World War III" between the new government and unions would result from the stiffer attitude toward labor unions by Premier Nick Greiner's government. However, by the end of the year, neither government nor unions had put the new legislation to a stern test. Moreover, the Greiner government pulled back on legislation that would have prohibited contributions to political parties by trade unions, a move that would have been a major blow to the ALP and would undoubtedly have triggered a major reaction. The Greiner government, on the other hand, came into major conflict with NSW teachers' unions over measures to revamp the NSW school system.

Major Industrial Disputes

Coal Industry: Australia is the world's largest exporter of coal, and coal provides its largest source of foreign earnings. From the labor relations point of view, the coal industry is also the most disputatious in Australia, accounting for more days-lost-per-thousand than any other domestic industrial activity. This trend continued in 1988.

Nevertheless, 1988 also saw a major breakthrough in work practices, which should assist Australia in remaining competitive in an increasingly difficult market.

Scattered wildcat strikes occurred throughout 1988, but the first major strike threat was in April. Miners' Federation and other coal labor leaders, aware that low coal prices mean fewer benefits for workers, expressed horror at the low price coal companies were accepting from customers in Japan, Australia's major coal market. The unions increased pressure on the Labor Party government to establish a National Coal Marketing Authority to police agreements between the companies and foreign customers. The Government managed to defuse the strike threat by establishing a Coal Consultative Body which, in fact, did not have the powers wished by the union. This halfhearted response left some unions extremely bitter.

In early June, union strike threats were set afoot by the Queensland industry when management attempted to change the operating work week from 5 to 6 days and to otherwise liberalize work rules. Apparently fearing the erosion of hard-won gains, coal miners from New South Wales eventually joined their Queensland counterparts in staging a 10-day strike, the biggest since 1986, costing the industry A$112 million. The miners eventually returned to work when the Coal Industry Tribunal (CIT) said it would not consider their grievance while the mines were closed.

The Coal Industry Tribunal's decision on the grievance, handed down on September 8, was a surprise win for the employers that was greeted as a measure designed to bring the industry "into the 20th century". The CIT decreed that management could operate mines for 6 days instead of 5, increase shifts from 7 to up to 9 hours (though the workweek would remain 35 hours), roster staff as convenient, and end the traditional three mine closing at Christmas. The CIT also endorsed other measures giving employers flexibility in using the work force. The decision sparked wildcat strikes in New South Wales and eventually in Queensland. Nevertheless, union leaders in early October decided to accept the decision and, with considerable difficulty, convinced their membership that it was also in their long-term interests to enhance productivity. Though this union decision was greeted as a major breakthrough, it did not entirely forestall strikes over the issue, which continued in scattered localities through December. The CIT's ruling, however, also opened the way for wage increases of up to A$33 per week for miners, taking steam out of their protests. As 1989 began, the industry undoubtedly faced more traumas as it adjusted to the CIT's decision.

Waterfront: Australia's major ports were closed for 2 days in October by a strike of up to 10,000 waterfront workers from the Waterside Workers' Federation, the Federated Miscellaneous Workers' Union, the Australian Foremen Stevedores' Association, and the Federated Clerks' Union. The dispute involved the proposal by employers to reduce contributions to workers' pension (superannuation) funds in light of an A$50 million surplus. The strike was called off following an emergency hearing by the Arbitration Commission and an agreement by the parties to reexamine the issue.

General Strike: Days lost to industrial disputes took a decided upturn in June as the National Wage Case approached and large unions attempted to impress upon the Arbitration Commission and the Australian Council of Trade Unions the importance of demands for wage increases. In early July, the Metal Trades Federation of Unions (MTFU), representing some 500,000 workers in several unions supported by the 120,000-member Building Workers' Industrial Union (BWIU), threatened to lead a general strike if the government did not alter its position. Meanwhile, the Victorian Trades Hall Council led a transportation strike that briefly tied up Melbourne commutation. The general strike threat dissolved after the government made some minor concessions in its position.

WAGES, PRICES, AND LABOR COSTS

In 1987-88, wage rises continued to fall behind price hikes in accordance with the government effort to restrain labor costs.

Wages: Average weekly total earnings (before taxation and other deductions and including overtime) for Australians, according to the Australian Bureau of Statistics, were as follows:

Average Weekly Total
Earnings of Australians Employed Full Time

Note: % column refers to percentage increase over previous quarter.

(in A$; average exchange 1986 1US$= A$1.476
1987 1US$= A$1.4311

Full-time Adults

1986	MALE	%	FEMALE	%	PERSONS	%
February	460.10	+1.4	360.60	+1.9	429.50	+1.5
May	465.90	+1.2	364.90	+1.0	434.90	+1.3
August	476.20	+2.2	371.90	+1.9	443.70	+2.0
November	488.60	+2.6	382.00	+2.7	455.20	+2.6
1987						
February	487.70	0.2	384.10	+0.5	455.10	+0.0
May	497.40	2.0	393.10	+2.4	464.00	+2.0
August	504.50	1.4	398.20	+1.3	470.50	+1.4
November	516.30	2.3	401.90	+0.9	497.70	+2.0
1988						
February	522.40	1.2	412.20	+2.6	486.90	+1.5
May	532.40	1.9	419.50	+1.8	495.80	+1.8

(Source: Monthly Summary of Statistics, Australia, December, 1988, Australian Bureau of Statistics, Catalog No. 1304.0 p.10)

Average weekly earnings of both full-time and part-time employees in August 1988, as compared with earlier months, were as follows:

Average Weekly Earnings
of all Employees in Australia 1986-88

1986	MALE	FEMALE	PERSONS
February	422.70	276.40	364.10
May	425.50	278.20	366.50
August	437.20	282.90	373.70
November	446.30	287.60	380.60
1987			
February	444.50	291.00	381.30
May	450.90	298.90	387.30
August	457.00	302.30	392.50
November	470.00	306.50	401.80
1988			
February	474.90	315.30	408.80
May	481.70	316.40	411.90

(Source: same as previous table)

Wage rates in individual states and territories in Australia for all persons compared as follows:

Average Weekly Earnings
of all Employees by Geographical
Division in May 1988

New South Wales	420.00
Victoria	414.90
Queensland	390.40
South Australia	384.90
Western Australia	418.80
Tasmania	390.30
Northern Territory	447.20
Australian Capital Territory	464.50
Australia	411.90

(Source: Same as previous table)

Prices: The following chart compares wage increases with the CPI.

Movements in Consumer Price Index
and Earnings -
Percentage Change on a Year Earlier

Quarter		CPI Change Eight Capitals	Average Weekly Ordinary Time Earnings: Full Time Males Increase
1985	March	5.3	6.2
	June	6.7	4.2
	September	7.6	4.4
	December	8.2	5.5
1986	March	9.2	6.9
	June	8.4	7.0
	September	8.9	8.4
	December	9.8	7.8
1987	March	9.4	6.4
	June	9.3	6.6
	September	8.3	5.9
	December	7.1	5.6
1988	March	6.9	6.9
	June	7.1	6.5
	September	7.3	
	December	7.7	

(Confederation of Australian Industry, Sept. 1988, based on Adjusted ABS statistics.)

In real terms, according to the ABS and the Confederation of Australian Industry, average weekly earnings of full-time working males decreased from a high of A$290.50 per week in 1984-85 to A$284.00 in 1985-86, to A$278.70 in 1986-87, to A$275.80 in 1987-88, (or roughly five percent in 3 years.) In June 1988, real earnings of this sort were down 1.8 percent from a year earlier.

(Source: same as above.)

Labor Costs: In 1986 the Australian Bureau of Statistics began collecting data on major labor costs other than earnings. ABS figures generally accord with studies done by business organizations, showing that labor costs to business break down as follows:

Costs as a Percentage of Total Labor Costs
(1986-87)

Earnings		90.1
Gross Wages and Salaries - Severance, termination and Redundancy payments		
Other Labor Costs		9.9
Payroll Tax	3.6	
Workers Compensation	2.6	
Superannuation	3.1	
Fringe benefits tax	.6	
Total		100.0

(Source: Major Labor Costs, Private Sector, Australia. ABS, Catalogue No 6348.0, Aug. 1988)

Fringe benefits to workers are substantial in Australia, though not necessarily unduplicated in some other countries. For instance, most employees are entitled to a 4-week paid vacation after a year's work, often with a 17 percent "leave loading" during that period above normal salary. Weekend and overtime rates are generally high. Extra payments ("loadings") are numerous, depending on the conditions of work. It is now common that regular time under union awards is a working week of less than 40 hours.

International Comparisons: International comparisons compiled by the U.S. Department of Labor indicate that wage costs in Australia have decreased in the years 1984 to 1987 relative to their other competitors as a result of devaluation and wage restraint. However, the rapidly strengthening Australian dollar could arrest that trend when 1988 figures are compiled.

Hourly Compensation Costs
For Production Workers ALL Manufacturing
(1984-1987)
Index U.S. = 100
1987 1 US$ = A$1.43

	In U.S. Dollars	Index	
	(1987)	(1987)	(1984)
United States	13.44	100	100
Australia	9.17	68	75
Canada	11.97	89	89
Japan	11.14	83	51
United Kingdom	8.96	67	48
New Zealand	6.85	51	37
France	12.42	92	58
Germany	16.87	126	75
Italy	12.33	92	58
Norway	17.39	129	81
Sweden	15.12	113	75
Hong Kong	2.12	16	13
Korea	1.79	13	11

(Source: U.S. Bureau of Labor Statistics, August 1988)

EMPLOYMENT/UNEMPLOYMENT

In the decade prior to the Hawke government, 1973-1983, Australia experienced a highly significant growth in unemployment, from a low of 1.8 percent (all figures are seasonally adjusted) in August 1973 to 10.4 percent in September 1983. The present Government has overseen a significant lowering of this unemployment level.

A higher rate of economic growth in Hawke's first 2 years than during most of the previous decade caused unemployment finally to drop below eight percent in late 1985. In mid-1986, as the Government's tight monetary policy took hold, unemployment once again began to rise into the eight percent range. For the first half of 1987, it held at around 8.2-8.4 percent in accordance with government statements that unemployment had leveled out at this plateau and that "the worst was over."

Since October 1987, the trend in unemployment again began moving downward, dipping below seven percent for a 6 year low of 6.9 percent in July 1988, and after dropping further to 6.7 percent in November, ending the year at 6.9 percent in December.

Meanwhile, since taking office in 1983, the Government could boast in 1988 of creating more than one million jobs, the highest growth rate of all OECD countries.

According to the respected Australian Bulletin of Labor (June 1988), in early 1988 employment growth began to exceed three percent after pottering along at a rate of less than two percent the previous year. In contrast to the period April 1986-October 1987, the full-time employment grew more rapidly than part-time employment, with both sexes participating strongly. Female employment growth, however, continued to outstrip male. From March 1987 to March 1988, private sector employment increased by 6.1 percent in contrast to a declining public sector employment of 0.7 percent, according to the June issue of the same publication. Employment growth was strongest in Queensland, New South Wales, and Western Australia, and weakest in the Northern Territory, the Australian Capital Territory, and Victoria. By sector, the strongest employment growth was found in recreation, personal and other services, finance, property and business services, and wholesale and retail trade. Communication, public administration, defense, and community services showed slower growth.

During 1988, youth unemployment--a major problem for the government--decreased significantly, dropping from 21.7 percent in October 1987 to 17.1 percent a year later, its lowest rate since October 1978. Nevertheless, the government clearly recognizes a need for greater effort in that area and in the area of unemployment among the Australian Aboriginal population.

Unemployment: 1973, 1979, 1983, 1985, 1986, 1987, 1988

(percent)

	MALES	FEMALES	PERSONS
1973	1.3	2.7	1.8
1979	4.8	7.7	5.8
1983	9.9	9.9	9.9
1985	7.8	8.0	7.9
1986	7.7	8.7	8.1
1987	7.7	8.7	8.1
1988 (est.)	6.8	7.8	7.2

(Source: Economic Planning Advisory Council, Council Paper No. 21, "Trends in the Labour Market," June 1986; "Monthly Summary of Statistics, Australia," October 86, 87 and 88, Australian Bureau of Statistics.)

The monthly unemployment figures from 1987 through 1988 are as follows:

Unemployment (1987-88)
Seasonally adjusted

	LABOR FORCE	UNEMPLOYMENT RATE	PARTICIPATION
		MALES	
1987			
January	4593.3	8.1	75.5
February	4604.8	7.9	75.6
March	4631.4	8.0	75.9
April	4626.3	7.8	75.6
May	4626.1	8.0	75.5
June	4652.4	7.8	75.8
July	4676.8	7.9	76.1
August	4647.4	7.5	75.5
September	4628.3	7.5	75.0
October	4645.2	7.9	75.2
November	4628.4	7.6	74.8
December	4673.1	7.4	75.4

MALES (continued)

1988			
January	4698.9	7.2	75.7
February	4681.7	7.0	75.3
March	4707.5	7.0	75.6
April	4747.4	7.4	76.1
May	4705.7	7.0	75.3
June	4730.6	6.9	75.6
July	4712.7	6.6	75.1
August	4710.6	6.6	75.0
September	4734.4	6.6	75.2
October	4743.0	6.5	75.2
November	4743.4	6.1	75.1
December	4774.4	6.4	75.4

FEMALES

1987			
January	3065.5	8.8	48.9
February	3068.5	8.7	48.9
March	3079.4	9.1	48.9
April	3099.0	9.1	49.2
May	3085.5	8.6	48.9
June	3082.9	8.2	48.7
July	3113.2	8.8	49.1
August	3113.5	9.0	49.1
September	3104.6	8.3	48.8
October	3132.2	8.5	49.2
November	3114.8	8.5	48.8
December	3157.5	8.4	49.4

FEMALES (continued)

1988			
January	3211.2	8.5	50.2
February	3163.7	8.0	49.4
March	3191.5	8.1	49.7
April	3223.5	8.5	50.1
May	3205.5	8.2	49.8
June	3208.7	8.1	49.7
July	3172.8	7.3	49.1
August	3245.1	7.7	50.1
September	3266.7	7.6	50.4
October	3250.1	7.4	50.0
November	3243.0	7.5	49.8
December	3294.6	7.7	50.5

PERSONS

1987			
January	7658.7	8.3	62.0
February	7673.3	8.2	62.0
March	7710.9	8.4	62.2
April	7725.4	8.3	62.2
May	7711.6	8.2	62.0
June	7735.3	8.0	62.1
July	7790.0	8.3	62.4
August	7760.9	8.1	62.1
September	7732.9	7.8	61.8
October	7777.4	8.1	62.0
November	7743.2	8.0	61.6
December	7830.6	7.8	62.2
1988			
January	7910.1	7.8	62.8
February	7845.4	7.4	62.2
March	7899.0	7.4	62.5
April	7970.9	7.9	62.9
May	7911.2	7.5	62.3
June	7939.3	7.4	62.5
July	7885.6	6.9	61.9
August	7955.7	7.0	62.4
September	8001.1	7.0	62.6
October	7993.2	6.9	62.4
November	7986.4	6.7	62.3
December	8068.8	6.9	62.8

(Source: "The Labour Force, Australia, January 1989, Australian Bureau of Statistics No. 6203)

Distribution of Employment: Like other developed OECD economies, Australia is experiencing a shift away from manufacturing and industrial jobs to those in service industries. The Government says, for instance, that 543,000 of the 600,000 new jobs created in the period 1983-86 were service-industry jobs. As a result of this trend, job creation has benefited females (57 percent of new jobs) more than males. According to the Government, during its first year in office 50 percent of newly-created jobs were in the public sector, but since then private-sector job creation has accounted for 80 percent of new jobs.

Australia's move to a more service-oriented economy is illustrated by figures compiled by the OECD.

Changing Distribution of Employment
in Australia
(in percent)

	1981/82	1986/87
Agric., forestry, fishing, hunting	6.6	6.0
Mining	1.5	1.5
Manufacturing	19.4	16.2
Construction	7.4	7.1
Wholesale/retail tr.	20.0	20.1
Other services	36.5	40.4
Public sector	8.6	8.7

Source: OECD Report Australia - Recent Economic Developments, June 3, 1988.

INDUSTRIAL DISPUTES

Industrial disputes involving either strikes or lockouts lasting at least 10 man-days (equivalent to 10 people striking for one day) hit a recent high in 1981 of 4.42 million and then followed a downward trend through 1985 to 1.26 million, the lowest since 1968 when 1.08 million working days were lost. The Hawke government thereupon took credit for fostering industrial peace. In 1986, the number of working days lost rose to 1.39 million, a figure still not considered alarming in light of Australian experience, and then dipped to 1.32 million in 1987. According to a study by the Australian National University, the number of working days lost to strikes has decreased by 50 percent in the period 1964 to 1987. During the entire period, the coal industry has been the major victim of industrial disputes according to the study.

During the first half of 1988, the reduction in working days lost to strikes continued, hitting a 20-year low for the year ending in March. However, with a major wage case being considered, industrial disputes skyrocketed in June 1988, which recorded the highest number of strike days lost (488,300 in 186 disputes) of any single month since November 1981. By August, industrial disputes had fallen off again but on a yearly basis were still running ahead of the previous year.

Industrial Disputes in Progress
During 1980 to 1987
(working days lost per thousand workers)

	Mining		Manufacturing		Construction
	Coal	Other mining	Metal products, machinery and equipment	Other manuf.	
1980	23,362	4,036	1,194	1,080	674
1981	10,209	5,238	2,287	986	1,405
1982	9,698	2,686	471	505	768
1983	3,223	3,375	353	186	1,269
1984	3,543	3,286	327	387	427
1985	6,739	1,723	242	296	580
1986	10,773	3,328	445	328	458
1987	8,902	1,069	497	305	773

	Transport and Storage; Communication	Other industries	All industries
1980	N/A	202	649
1981	N/A	238	797
1982	N/A	84	358
1983	N/A	42	249
1984	372	94	246
1985	432	75	230
1986	135	72	242
1987	217	69	223

(Source: 1980-85, Industrial Disputes Australia 1985; Australian Bureau of Statistics, May 3, 1988)

Past studies of Australian industrial disputes (Australian Bureau of Statistics, 1985) indicate that 60 percent of strikes last less than 5 days and less than five percent more than 20 days. Wages are the cause of approximately one-quarter of disputes, followed by management policy. Over 50 percent of disputes end without negotiation having occurred. Twenty-five percent are handled by the various tribunals, and 15 percent are subject to negotiation.

International Comparisons: According to ILO figures, though industrial disputes measured in days lost per thousand workers have decreased in recent years, Australia remains among the OECD countries (Italy, Canada and the United Kingdom) with a notably high number of industrial disputes.

International Comparisons
Working Days Lost
per Thousand Workers

	1980	1983	1986 (p)
Australia	649	249	243
United States	210	369	124
Canada	838	414	654
France	79	70	234
Italy	810	688	423
United Kingdom	521	178	90
Japan	18	9	4
Germany	5	2	1

(Source: ILO 1987 Year Book of Labor Statistics, quoted by Confederation of Australian Industry, Sep. 1988.)

APPENDICES

(A) KEY INDUSTRIAL TRIBUNALS:

Federal (Commonwealth):

AUSTRALIAN CONCILIATION AND ARBITRATION COMMISSION
Nauru House, 80 Collins Street, Melbourne, Victoria 3000
Telephone No. (03) 653 8200
President: The Honorable Mr. Justice Barry Maddern

Other Federal (Commonwealth) Tribunals:

ADMINISTRATIVE APPEALS TRIBUNAL
REMUNERATION TRIBUNAL
BUILDING AND CONSTRUCTION INDUSTRY LONG SERVICE BOARD
COAL INDUSTRY TRIBUNAL
JOINT INDUSTRIAL COMMITTEE IN NAVAL DOCKYARDS
STEVEDORING INDUSTRY FINANCE COMMITTEE
COMMITTEE ON OVERSEAS PROFESSIONAL QUALIFICATIONS
COMMITTEE ON DISCRIMINATION IN EMPLOYMENT AND OCCUPATION
MEDICAL FEES TRIBUNAL
PHARMACEUTICAL BENEFITS REMUNERATION TRIBUNAL
COMMONWEALTH EMPLOYEES COMPENSATION TRIBUNAL
FEDERAL POLICE ARBITRAL TRIBUNAL

State:

New South Wales -
- Industrial Commission of New South Wales
  50 Philip Street, Sydney, N.S.W. 2000
  Tele. No. (02) 2 0529
  President: Mr. Justice Fisher

Queensland -
- Queensland Industrial Court and Industrial Commission
  State Government Building, 202 Adelaide Street
  Brisbane, Qld. 4000
  Tele. No. (07) 227 7111
  President: Mr. Justice Matthews

South Australia -
- Industrial Court and Industrial Commission of South Australia
  IMFC House, 33 King William Street
  Adelaide, S.A., 5000
  Tele. No. (08) 227 2099
  Industrial Registrar: Mr. B.V. Shillabeer

Tasmania -

- Industrial Boards
  4th Floor, Tasmanian Government Insurance Bldg.
  Hobart, Tas., 7000
  Tele. No. (002) 30 3732
  Executive Officer: Mr. Q.H. James

- Industrial Appeals Tribunal
  C/- Department of Labour and Industry
  89 Brisbane Street, Hobart, Tas., 7000
  Tele. No. (002) 347622
  President: Mr. A. Ogilvie

Victoria -

- Conciliation and Arbitration Board
  Level 18, Nauru House, 80 Collins Street
  Melbourne, Vic., 3000
  Tele. No. (03) 63 4431
  Chairman: Mr. J. Luckman

- Industrial Relations Commission
  Level 18, Nauru House, 80 Collins Street
  Melbourne, Vic. 3000
  Tele. No. (03) 63 4431
  President: Mr. K.D. Marshall

Western Australia -

- Western Australian Industrial Commission
  815 Hay Street, Perth, W.A. 6000
  Tele. No. (09) 322 1955
  President: Mr. D.J. O'Dea

(B) MAJOR UNIONS:

(In order of 1988 size)

	1985	1988
Shop, Distributive & Allied Employees' Association	170,000	184,000
Amalgamated Metal Workers Union	131,029	132,000
Miscellaneous Workers Union	123,500	123,665
Transport Workers Union	115,000	122,000
Australian Workers Union	117,660	120,000
Liquor & Allied Trades Union	95,000	105,349
Federated Clerks' Union of Australia	83,829	84,000
Building Workers Industrial Union	46,000	80,000
Federated Storemen and Packers Union	74,000	80,000
Electrical Trades Union of Australia	82,000	80,000
Australian Bank Employees Union	82,942	76,500
NSW Teachers	68,942	71,970
Building Workers Industrial Union		70,000
Federated Ironworkers Association	58,977	58,900
Municipal & Shire Emp'ees Union	55,000	58,000
Administrative & Clerical Officers	52,000	54,000
NSW Public Service Association	49,028	49,861
Printing & Kindred Industries Union	51,307	49,193
Royal Australian Nursing Assoc.	48,700	48,700
Hospital Employees	43,000	48,500
Postal & Telecommunications Union	47,000	48,406

(C) AUSTRALIAN COUNCIL OF TRADE UNIONS - KEY OFFICIALS

The ACTU Executive
(Elected Officials)

President	Simon CREAN
Secretary	Bill KELTY
Senior Vice President	John MACBEAN (Resigned Feb. 1989)
Vice President	Jim MAHER
Vice President	Dick SCOTT
Vice President	Martin FERGUSON
Vice President	Tas. BULL
Vice President	Jennie GEORGE
Assistant Secretary	Gary WEAVEN
Assistant Secretary	Bill MANSFIELD
Assistant Secretary	Laurie CARMICHAEL

(Industry Group Representatives)

Australian Workers Union	Errol HODDER, AWU Sec. Queensland Branch
Banking	Len HINGLEY, Bank Employees
Building	Tom MCDONALD Building Workers Ind.Union
Education	Ms. D. FOGGO Aust. Teachers Feder.
Food/Liquor	Michael BOLAND, Federated Liquor & Allied Indus.
Retail	Joe de BRUYN, Shop Distrib. & Allied Employees'
Local Government	P. SLAPE, Municipal Officers' Assoc.
Health	J. SIMMONDS, Hospital E'ees Federation

Manufacturing	W. HUGHES, Clothing & Allied Trades
Metal and Power I	J.A. VAUGHAN, Misc. Wrkrs Union
Metal and Power II	Terry ADDISON, Federated Ironworkers Assoc.
Services I	C. RAPER, FMWU Workers Union
Services II	John MAYNES, Federated Clerks' Union
State Government Technical Services	Ms. H. TWOHILL, NSW, PSA J. CAHILL, Printing & Kindred Industries Union
Transport I	Ivan HODGSON, Transport Workers Union
Transport II	Greg SWORD, SPU Union

(State Representatives)

New South Wales	Michael EASSON
Victoria	John HALFPENNY
Tasmania	A. HARPER
Queensland	Harry HAUENSCHILD
South Australia	John LESSES
Western Australia	C. BROWN

(D) MAJOR EMPLOYER ORGANIZATIONS:

CONFEDERATION OF AUSTRALIAN INDUSTRY
44th Floor, Nauru House
80 Collins Street, Melbourne, Vic. 3000
Tele. No. (03) 654 2788; Telex No. 36663
Director-General, Mr. Bryan Noakes

BUSINESS COUNCIL OF AUSTRALIA
10 Queens Road, Melbourne, Vic. 3000
Tele. No. (03) 267 6288
Executive Director, Mr. Geoff Allen

VICTORIAN EMPLOYERS' FEDERATION
21 Burwood Road, Hawthorn, Vic. 3122
Tele. No. (03) 819 1311
Executive Director, Mr. Ian Spicer

THE EMPLOYERS' FEDERATION OF NEW SOUTH WALES
313 Sussex Street, Sydney, N.S.W., 2000
Tele. No. (02) 264 2000
Executive Director, Mr. Garry Brack

METAL TRADES INDUSTRY ASSOCIATION OF AUSTRALIA
165 Eastern Road, South Melbourne, Vic. 3205
Tele. No. (03) 699 1022
Director (Vic.) Mr. R.N. Herbert

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AMERICAN CHAMBER OF COMMERCE IN AUSTRALIA
3rd Floor, 50 Pitt Street, Sydney, N.S.W. 2000
Tele. No. (02) 241 1907
Executive Director, Mr. Bob MAHER

(E) DEPARTMENT OF INDUSTRIAL RELATIONS -
KEY OFFICIALS:

DEPARTMENT OF INDUSTRIAL RELATIONS
Jolimont Centre
65-67 Northbourne Avenue
Canberra City, A.C.T. 2600

or P.O. Box 9879
Canberra City, A.C.T. 2601
Tele. (62) 43 7333;
Telex 62944

MINISTER	The Honorable Peter Morris, M.P.
SECRETARY	Mr. Rae Taylor (Scheduled to resign 1989)
DEPUTY SECRETARY	Julia Fellows Bob Marshman
1st Assistant Secretary	Mr. Bernie Yates (I.R. Policy)
1st Assistant Secretary	Mr. R. Stewart-Crompton (Legis. Review)
Assistant Secretary	Mr. Ross Fotheringham (Int'nat. & Pol. Coord.)
1st Assistant Secretary	Mr. Bernie Frawley (I.R. Operations)
1st Assistant Secretary	Mr. B. Preiss (Pay & Class. Div.)
1st Assistant Secretary	Mr. Michael Coughlan (Co-ord. & Cond. Div.)
Geneva Representative	Mr. Doug Poulter (Overseas - Geneva)

Statutory Authority

NATIONAL OCCUPATIONAL HEALTH AND SAFETY COMMISSION
(WORKSAFE AUSTRALIA)
30th Floor, St. Martins Tower
31 Market Street, Sydney, N.S.W. 2000
Tele. No. (02) 265 7500
Chairman: Dr. Ted Emmett

TRADE UNION TRAINING AUTHORITY
8th Floor, 499 St. Kilda Road
MELBOURNE, Victoria 3004
Tele. No. (03) 820 0288
National Director: Mr. Ken Stone

DEPARTMENT OF EMPLOYMENT, EDUCATION AND TRAINING -
KEY OFFICIALS:

14 Mort Street
Canberra City, A.C.T. 2600
'phone (62) 768 111

MINISTER	Mr. John Dawkins, M.P. (Employment, Education and Training)
Junior Minister	Mr. Peter Duncan, M.P. (Employment Services and Education Services)
Secretary	Mr. Vince Fitzgerald - (Resigning 1989)
Deputy Secretary	Dr. Neil Johnston
Deputy Secretary	Mr. Kevin Power
	Mr. Paul Hickey

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